



Twin Cities Campus

Organizational Leadership, Policy, and Development Ph.D.

Organizational Leadership, Policy and Development

College of Education and Human Development

Link to a [list of faculty](#) for this program.

Contact Information:

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- Program Type: Doctorate
- Requirements for this program are current for Spring 2020
- Length of program in credits: 70 to 72
- This program does not require summer semesters for timely completion.
- Degree: Doctor of Philosophy

Along with the program-specific requirements listed below, please read the [General Information](#) section of the catalog website for requirements that apply to all major fields.

The Department of Organizational Leadership, Policy, and Development is a leader in advancing knowledge about educational and organizational change in local national, and international contexts. Its research, teaching, and outreach reflect a commitment to interdisciplinary and intercultural engagement with educators, scholars, and policy makers seeking to enhance leadership, policy, and development around the globe. Students in the MA and PhD programs choose from one of five complementary but distinct program tracks: education policy and leadership (EPL), evaluation studies (ES), higher education (HE), comparative and international development education (CIDE), and human resource development (HRD). Undergraduate programs focus on human resource development and business and marketing education. In addition, the department offers a variety of programs for practicing professionals and various licensure programs.

Program Delivery

This program is available:

- via classroom (the majority of instruction is face-to-face)

Prerequisites for Admission

The preferred undergraduate GPA for admittance to the program is 3.00.

Other requirements to be completed before admission:

Applicants must have completed appropriate undergraduate and graduate study. In some cases, where previous coursework or degrees are marginally related, otherwise qualified applicants will be asked to complete additional background courses after admission. Applications are encouraged from individuals who may have completed undergraduate and/or master's programs in social science, liberal arts, business, and education fields. The department offers study opportunities for professionals who are employed full-time, as well as for those who wish to pursue graduate studies full-time.

Special Application Requirements:

Applicants must submit scores from the General Test of the GRE, two letters of recommendation from persons familiar with their scholarship and research potential, a complete set of academic transcripts, and a current résumé; as well as answer required essay questions via the University online application system. Unofficial GRE scores, transcripts, and TOEFL/IELTS score may be submitted via the online application for admission review purposes only. Admitted students must submit official GRE scores (as applicable), transcripts (sent directly from institution[s]), and TOEFL/IELTS scores (as applicable) to the University as a condition of any admission offer.

The GRE is required for all tracks in the doctoral degree programs (Ed.D. and Ph.D.). International students must also submit a TOEFL or IELTS score. All applications for admission are reviewed once per year for Fall admission. Submission of all application materials for all tracks by December 1 is strongly encouraged to ensure priority consideration for assistantships awarded for the next academic year. All new students begin in fall semester unless special permission to start earlier is granted by the program coordinator.

International applicants must submit score(s) from one of the following tests:

- TOEFL
 - Internet Based - Total Score: 79



- Internet Based - Writing Score: 21
- Internet Based - Reading Score: 19
- Paper Based - Total Score: 550
- IELTS
 - Total Score: 6.5
- MELAB
 - Final score: 80

Key to [test abbreviations](#) (TOEFL, IELTS, MELAB).

For an online application or for more information about graduate education admissions, see the [General Information](#) section of the catalog website.

Program Requirements

30 to 48 credits are required in the major.
0 to 18 credits are required outside the major.
24 thesis credits are required.

This program may be completed with a minor.

Use of 4xxx courses toward program requirements is permitted under certain conditions with adviser approval.

Credits required by the major vary by track. The PhD is available in five program tracks: education policy and leadership, evaluation studies, higher education, comparative and international development education, and human resource development. All PhD programs include 16 credits in department core courses (which include 15 credits of research methodology courses), 18 or more credits in program core courses, 12-14 credits program approved electives, and 24 thesis credits. The minimum total of course credits varies by track (see the student handbook on the department website for details). Preliminary written and oral exams are required. Students must complete a dissertation. Within the general framework for PhD requirements, the degree program is developed by the student and his or her advisor and is subject to approval by the department's director of Graduate Studies and the University.

Program Sub-plans

Students are required to complete one of the following sub-plans.
Students may not complete the program with more than one sub-plan.

Comparative and International Development Education

The doctor of philosophy (PhD) degree with a program emphasis in comparative and international development education (CIDE) is offered by the Department of Organizational Leadership, Policy, and Development (OLPD). CIDE uses an interdisciplinary approach to the study of education's role in economic, political, and sociocultural development; international educational exchange; and the internationalization of education. The two specializations within CIDE are comparative and international development education and intercultural/international education.

Department Core (16 cr)

Professional socialization seminar

Taken fall term of first year.

[OLPD 8011](#) - Doctoral Research Seminar I (1.0 cr)

Research courses

Take OLPD 8015 spring term of first year.

[OLPD 8015](#) - Inquiry strategies in educational and organizational research (3.0 cr)

Quantitative course to be determined by student and adviser (3 cr in or outside of department)

Qualitative course to be determined by student and adviser (3 cr in or outside of department)

6 credits of additional methods courses to be determined by student and adviser (in or outside of department)

Doctoral Seminars in CIDE (6 cr)

Students take 6 credits; 2 credits in each of 3 semesters starting in the spring term of the first year in the program; course numbers are listed as OLPD 8121, section 002; OLPD 8121, section 003; and OLPD 8121, section 004.

Specialization Courses (6 cr minimum)

Students choose two courses, with a minimum of one 8xxx course for specializations. Any specialization core course not being used as core class can become a CIDE elective.

Comparative and International Development Education

Take 6 or more credit(s) from the following:

[OLPD 5103](#) - Comparative Education (3.0 cr)

or [OLPD 5104](#) - Education and the Sustainable Development Goals (3.0 cr)



or [OLPD 5121](#) - Educational Reform in International Context (3.0 cr)
or [OLPD 8101](#) - International Education and Development (3.0 cr)
or [OLPD 8103](#) - Comparative Education (3.0 cr)

Intercultural/international education

Take 6 or more credit(s) from the following:

[OLPD 5048](#) - Cross-Cultural Perspectives on Leadership (3.0 cr)
or [OLPD 5124](#) - Critical Issues in International Education and Educational Exchange (3.0 cr)
or [OLPD 5132](#) - Intercultural Education and Training: Theory and Application (3.0 cr)
or [OLPD 8087](#) - Seminar: Organizational Leadership, Policy, and Development (1.0 - 3.0 cr)

CIDE Elective Courses (8 cr minimum)

[OLPD 5044](#) - Introduction to the Economics of Education (3.0 cr)
or [OLPD 5056](#) - Case Studies for Policy Research (3.0 cr)
or [OLPD 5061](#) - Ethnographic Research Methods (3.0 cr)
or [OLPD 5080](#) - Special Topics: Organizational Leadership, Policy, & Development (1.0 - 3.0 cr)
or [OLPD 5095](#) - Problems: Organizational Leadership, Policy, and Development (1.0 - 3.0 cr)
or [OLPD 5107](#) - Gender, Education, and International Development (3.0 cr)
or [OLPD 5128](#) - Anthropology of Education (3.0 cr)
or [OLPD 8022](#) - Education and Globalization: Anthropological Perspectives (3.0 cr)
or [OLPD 8087](#) - Seminar: Organizational Leadership, Policy, and Development (1.0 - 3.0 cr)
or [OLPD 8104](#) - Innovative Systems Thinking in Education and Culture (3.0 cr)
or [OLPD 8302](#) - Educational Policy Perspectives (3.0 cr)

Additional Coursework (12 cr minimum)

These credits can be used to meet the requirement that a minimum of 12 credits be taken outside the CIDE track or for a minor. Courses not specifically listed should have advisor approval.

Education Policy and Leadership

The doctor of philosophy (PhD) degree with a program emphasis in education policy and leadership (EPL) provides an opportunity for intensive study of the field of education. It is especially suitable for students who wish to pursue careers in policy, research, or college and university teaching. It is also available to students who are interested in careers in school, district, and statewide administration, though it is more theory and research-oriented than the doctorate of education (Ed.D.) degree, which is also offered by OLPD. Educational administration offers coursework and research opportunities for those interested in making a difference in educational systems and settings that involve PreK-12 children and youth. The program is committed to supporting the development of leaders and scholars who work to continuously improve educational quality and effectiveness so that young people graduate from secondary education well prepared to continue their learning and to contribute to their communities. The program promotes understanding of schools as organizations and emphasizes application of knowledge and research to varied contexts of educational practice.

Department Core (16 cr)

Professional socialization seminar

Taken fall term of first year.

[OLPD 8011](#) - Doctoral Research Seminar I (1.0 cr)

Research courses

Take OLPD 8015 spring term of first year.

[OLPD 8015](#) - Inquiry strategies in educational and organizational research (3.0 cr)
3 credit quantitative course (in or outside of department) in consultation with adviser
3 credit qualitative course (in or outside of department) in consultation with adviser
6 credits of additional methods courses in consultation with adviser

Program Core: Education Policy and Leadership (18 cr)

[OLPD 5346](#) - Politics of Education (3.0 cr)
[OLPD 8021](#) - Leadership: From Theory to Reflective Practice (3.0 cr)
[OLPD 8104](#) - Innovative Systems Thinking in Education and Culture (3.0 cr)
[OLPD 8302](#) - Educational Policy Perspectives (3.0 cr)

Subgroup 1

Take OLPD 5001 if it is being offered or one of the two alternatives if OLPD 5001 is not being offered.

[OLPD 5001](#) - Formal Organizations in Education (3.0 cr)
or [OLPD 5011](#) - Leading Organizational Change: Theory and Practice (3.0 cr)
or [OLPD 5607](#) - Organization Development (3.0 cr)

OLPD Electives (Minimum 3 cr)

Electives selected with approval of advisor.

Additional Coursework (12 cr minimum)

These credits can be used to meet the requirement that a minimum of 12 credits be taken outside the EPL track or for a minor. Courses not specifically listed should have advisor approval. Students who have successfully completed enrollment in the University of Minnesota's Principals Academy may use transfer credits to fulfill this requirement.

Evaluation Studies

The doctor of philosophy (PhD) degree with a program emphasis in evaluation studies (ES) provides an opportunity for intensive study of the techniques and process of evaluation and policy research and of the social and political context within which program evaluation



occurs. Graduates leave with a portfolio filled with evidence of their expertise with the tools of the evaluation trade--qualitative and quantitative inquiry methods, communication skills, and computer database analysis experience. Evaluation knowledge and skills are gleaned not only from time in the classroom but also from internships and collaboration with evaluation professionals in real-world settings. Evaluation studies students have access to some of the best evaluators in the field.

Department Core (16 cr)

Taken fall term of first year.

[OLPD 8011](#) - Doctoral Research Seminar I (1.0 cr)

Research Courses

Take OLPD 8015 spring term of first year.

[OLPD 8015](#) - Inquiry strategies in educational and organizational research (3.0 cr)

3 credit quantitative course (in or outside of department) in consultation with adviser

3 credit qualitative course (in or outside of department) in consultation with adviser

6 credits of additional methods courses in consultation with adviser

Program Core: Evaluation Studies (15 cr)

Student must take OLPD 8595 for 3 credits. Student must take OLPD 8596 twice in two different semesters for 3 credits each time.

[OLPD 5501](#) - Principles and Methods of Evaluation (3.0 cr)

[OLPD 8502](#) - Advanced Evaluation Theory and Theory crafting (3.0 cr)

[OLPD 8595](#) - Evaluation Problems (1.0 - 6.0 cr)

[OLPD 8596](#) - Evaluation Internship (1.0 - 9.0 cr)

Additional Coursework (17 cr minimum)

These credits can be used to meet the requirement that a minimum of 12 credits be taken outside the ES track or for a minor. Courses not specifically listed should have advisor approval.

Higher Education

The doctor of philosophy (PhD) degree with a program emphasis in higher education (HIED) provides an opportunity for intensive study of the policies and organizational issues in higher education institutions and systems. HIED focuses on the experiences, practices, and decisions of those involved in postsecondary education, as well as on the sociopolitical contexts in which higher education exists. Areas of specialization include administration and organization, policy, college students, external relations, equity-oriented change, and research integrity.

Department Core (16 cr)

Professional socialization seminar

Taken fall term of first year.

[OLPD 8011](#) - Doctoral Research Seminar I (1.0 cr)

Research Design and Methods

Take OLPD 8015 spring term of first year.

[OLPD 8015](#) - Inquiry strategies in educational and organizational research (3.0 cr)

3 credit quantitative course (in or outside of department) in consultation with adviser

3 credit qualitative course (in or outside of department) in consultation with adviser

6 credits of additional methods courses in consultation with adviser

Program Core: Higher Education (12 cr)

[OLPD 5701](#) - U.S. Higher Education (3.0 cr)

[OLPD 5704](#) - College Students Today (3.0 cr)

[OLPD 8702](#) - Administration and Leadership in Higher Education (3.0 cr)

[OLPD 8703](#) - Public Policy in Higher Education (3.0 cr)

Electives (9 cr)

Focused on issues relevant to the HE track with advisor approval.

Additional Coursework (11 cr minimum)

These credits can be used to meet the requirement that a minimum of 12 credits be taken outside the HE track or for a minor. Courses not specifically listed should have advisor approval.

Human Resource Development

The doctor of philosophy (PhD) degree with a program emphasis in human resource development (HRD) is offered by the Department of Organizational Leadership, Policy, and Development (OLPD). Students in HRD combine study and related experiences to develop, apply, analyze, synthesize, and evaluate knowledge of the purposes, practices, issues, and problems of work and community education; social, economic, historical, political, cultural, educational, technological, and psychological contexts within which work and community education exist; and types of research that contribute to or apply that knowledge to the specialization.

Department Core (16 cr)

Professional socialization seminar

Taken fall term of first year.

[OLPD 8011](#) - Doctoral Research Seminar I (1.0 cr)

Dept Research Courses

Take OLPD 8015 spring term of first year.

[OLPD 8015](#) - Inquiry strategies in educational and organizational research (3.0 cr)



3 credit quantitative foundations course (in or outside of department) in consultation with adviser
3 credit qualitative foundations course (in or outside of department) in consultation with adviser
6 credits of additional methods courses in consultation with adviser

Specialization (9 cr)

Courses must have advisor approval.

One 8xxx level theory seminar (3 cr)

2 or 3 8xxx level seminars offered by various HRD faculty (2-3 credits each for a total of 6 cr)

Additional Research Courses (9 cr)

In addition to the research/methodology courses mentioned in the department core, the following are required for students in HRD:

- 3 credit statistics course selected in consultation with advisor

- The Capstone Research Experience Course(OLPD 8603) is offered every other year. When it is offered take six credits over two semesters, three credits to be taken in fall semester and three credits to be taken in spring semester. Is usually taken during the second year if student is full time.

[OLPD 8603](#) - HRD Capstone Research Experience (3.0 cr)

Additional Coursework (14 cr minimum)

These credits can be used to meet the requirement that a minimum of 12 credits be taken outside the HRD track or for a minor.

Courses not specifically listed should have advisor approval.